

CITY OF MIAMI BEACH  
Office of the City Manager  
Letter to Commission No. 153-2004

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**To:** Mayor David Dermer and  
Members of the City Commission

**Date:** June 22, 2004

**From:** Jorge M. Gonzalez *JMG*  
City Manager *For*

**Subject:** **POLICE DEPARTMENT HIRING**

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This Letter to the City Commission is to provide updated information on the status of hiring new officers for the Police Department.

The Police Department has recently completed the hiring process for fourteen new police officers. Of the fourteen, ten are already certified police officers and four are not. There are also five new police trainees who are now in the Field Training Officer program. As the training and FTO process is completed, the new officers will supplement the current two officers and a sergeant assigned to each RDA.

With the newly hired officers, the Police Department's sworn staffing level is at 380. Due to pending retirements, the hiring process will continue until the Police Department reaches 386 sworn officers. The Police Department is striving to maintain a diverse work force and is comprised of 59% minorities. The newly hired personnel will be on the street and make a viable difference in the Police Department's available manpower by the end of the year.

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Sworn Diversity Report  
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	<u>W/M</u>	<u>W/F</u>	<u>H/M</u>	<u>H/F</u>	<u>B/M</u>	<u>B/F</u>	<u>O/M</u>	<u>O/F</u>	<u>Total</u>
Police Officer	92	15	124	12	25	8	3	1	280
Sergeant	43	3	16	1	1	0	0	0	64
Lieutenant	10	3	3	0	0	0	0	0	16
Commander	0	0	2	0	0	0	0	0	2
Exec. Assistant	0	0	0	0	0	0	0	0	0
Captain	5	1	2	0	1	0	0	0	9
Major	4	1	1	0	0	0	0	0	6
Asst. Chief	1	0	1	0	0	0	0	0	2
Chief	1	0	0	0	0	0	0	0	1
Total	156	23	149	13	27	8	3	1	380
Percentage	41%	6%	39%	3%	7%	2%	1%	0%	100%

	Minority	Total	Percentage (within each rank)
Police Officer	188	280	67%
Sergeant	21	64	33%
Lieutenant	6	16	38%
Commander	2	2	100%
Exec. Asst.	0	0	0%
Captain	4	9	44%
Major	2	6	33%
Asst. Chief	1	2	50%
Chief	0	1	0%
Total	224	380	59%